

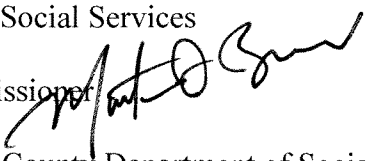
COMMONWEALTH OF VIRGINIA
DEPARTMENT OF SOCIAL SERVICES
Office of the Commissioner

Martin D. Brown
COMMISSIONER

June 16, 2010

MEMORANDUM

TO: Members, State Board of Social Services

FROM: Martin D. Brown, Commissioner 

ACTION: Approval of the Fauquier County Department of Social Services' Request to Deviate Jurisdiction-Wide

The Division of Human Resources has reviewed the Fauquier County Department of Social Services' request to deviate jurisdiction-wide. We have received the Self-Analysis Audit Form and accompanying documentation. Everything is in order.

Therefore, we recommend that the request to allow the Fauquier County Department of Social Services to deviate from the State Board approved human resource policies and follow the Human Resource System for Fauquier County be approved, effective July 1, 2010.

Attachment



County of Fauquier
DEPARTMENT OF SOCIAL SERVICES

April 30, 2009

Anthony Conyers, Commissioner
Virginia Department of Social Services
7 North Eighth Street
Richmond, VA 82331

Dear Commissioner Conyers:

On April 29, 2009 the Fauquier County Social Services Board unanimously passed a motion requesting that the Virginia Department of Social Services approve their request for jurisdiction-wide deviation under the provisions of regulations adopted by the Virginia Board of Social Services.

The Board received a report from the Fauquier County Human Services Director who completed the self-audit certification process. She briefed the Board thoroughly on the implications of this change. The Director, Janelle Downes, also noted the support she received during this process from the Virginia Department of Social Services Human Resources Division.

Your prompt consideration of this request is appreciated.

Very Truly Yours,

Sharon Grove McCamy
Chairman
Fauquier County Social Services Board

FAUQUIER COUNTY
250th ANNIVERSARY
established 1759 • 2009



COUNTY OF FAUQUIER
OFFICE OF THE COUNTY ADMINISTRATOR

PAUL S. McCULLA
County Administrator

ANTHONY I. HOOPER
Deputy County Administrator

10 Hotel Street, Suite 204
Warrenton, Virginia 20186
PHONE 540-347-8680 FAX 540-349-2331
E-mail: paul.mcculla@fauquiercounty.gov

CATHERINE M. HERITAGE
Deputy County Administrator

May 29, 2009

To Whom it May Concern:

This letter certifies that Fauquier County Government agrees to maintain a system of human resource administration in conformance with the "Standards for a Merit System of Personnel Administration" (5 CFR §900.603 and §900.604). This system will apply to the Local Department of Social Services.

Sincerely,

Paul S. McCulla
County Administrator

PSM:JD/rd

**FAUQUIER COUNTY DEPARTMENT OF SOCIAL SERVICES DEVIATING STATUS JUNE 2010
EMPLOYMENT HANDBOOK**

CURRENT FAUQUIER COUNTY HANDBOOK/POLICY		CURRENT LDSS HANDBOOK/POLICY	
ITEM #	RECRUITMENT	RECOMMENDATION	OUTCOME
1.	Rejection of applicants based on criminal convictions.	Has a background Check Policy and a Barrier Crime List pursuant to Va. Code § 2.2-1201.1.	<p>Va. Code § 2.2-1201.1 requires that finalist applicants for positions identified as "sensitive" must undergo a fingerprint-based criminal history check. Va. Code § 2.2-1201.1 defines sensitive positions as those "directly responsible for the health, safety and welfare of the general populace or protection of critical infrastructures."</p> <p>Is equipped for background checks and are doing so for the sensitive positions - Social Workers carrying a case load. RESOLUTION TO AUTHORIZE THE ADOPTION OF HUMAN RESOURCES POLICY - CRIMINAL BACKGROUND CHECKS - NEW POLICY ATTACHED.</p>
ITEM #	COMPENSATION		
2.	Starting salaries being set below position minimum - policy indicates that employees may be hired below position minimum salary.	The annual local compensation plan includes a provision for setting the rate of appointment. All employees are paid at least the minimum Basic State Compensation rate for their Occupational Title.	<p>Fauquier County pay ranges are ok. Minimums are higher than the state ranges. Fauquier has only one position listed as a trainee and that is a SW I and the minimum is higher than the set state ranges.</p> <p>Pay ranges are within the compensation guidelines set forth by VDSS Statutory Authority §§63.2-217 and 63.2-219 of the Code of Virginia. Fauquier County may hire employees at a pay rate set below the county's pay minimum as long as it is not set lower than the state's minimum. COUNTY FISCAL YEAR 2011 PAY STRUCTURE ATTACHED.</p>

ITEM #	EMPLOYEE HANDBOOK			
3.	Section 10 Probationary Status for New employees = 6 month probationary period.	LDSS Local Handbook - Chapter 1 page 19 - "Every employee must serve a 12 month probationary period."	The probationary period should be 12 months; however, it can be extended as described in this policy for up to 18 months for performance reasons or if an employee is absent for an extended period.	Fauquier County has agreed to move to a 12 month probationary period for LDSS employees. RESOLUTION TO AUTHORIZE THE ADOPTION OF HUMAN RESOURCES POLICY - PROBATIONARY PERIOD ATTACHED.
4.	Section 2-M: Sick Leave - page 4, Item 3. - Employees who are separated as a result of unsatisfactory service shall neither be paid for accrued sick leave balances nor have sick balances created to COBRA or Carve-Out health insurance premiums.	Chapter 4 page 73 Section E. - Item 1. - Item a. & b. a. - An employee must have worked continuously for the LDSS for five years or longer to be entitled to a payment for accrued sick leave at termination or death. B. - When employment is terminated, the employee may be paid for accrued sick leave in a lump sum up to the maximum allowable amount. The amount of payment is the lesser of 25% of the accrued leave or the maximum payout amount as determined by the local board and approved by VDSS.	This policy and practice should be consistent with current LDSS HR/Admin policy.	Although Fauquier LDSS has been deviating to Fauquier County Leave Policy since 2001 without any known ill effects to the LDSS employees, Fauquier County needs to be able to defend the decision of what unsatisfactory service is if challenged. The understanding is the County Administrator would consult with the County Attorney as needed.

5.	<p>Section 2-B: Annual Leave - page 3, Item a. - Resignation without sufficient notice - Employees who resign without satisfactory notice may lose up to ten days of accumulated annual leave.</p>	<p>Chapter 3 page 48 - Section D. - Item 1a. - When employment is terminated, the employee will be paid for accrued annual leave in a lump sum up to the accrued maximum carryover amount.</p>	<p>Fauquier County's policy is not consistent with current LDSS HR/Admin policy.</p>	<p>Clarification of policy and practices was provided. Fauquier County requires employees to provide sufficient notice (two weeks) upon leaving employment. If sufficient notice is not provided, the County may use annual leave up to a maximum of ten days. For example, if five days of notice is given, then a prorated amount of leave - five days may be taken. The understanding is that the County Administrator would consult with the County Attorney as needed.</p>
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RESOLUTION

A RESOLUTION TO AUTHORIZE THE ADOPTION OF HUMAN RESOURCES POLICY – CRIMINAL BACKGROUND CHECKS

WHEREAS, the Fauquier County Board of Supervisors recognizes the need and the importance of maintaining up-to-date Human Resources Policies; and

WHEREAS, the Fauquier County Government Human Resources Policies are continually reviewed for necessary additions, revisions and deletions;

WHEREAS, it is recommended to adopt the new Human Resources Policy 57, Criminal Background Checks, therefore, be it

RESOLVED by the Fauquier County Board of Supervisors this 13th day of May 2010, that the new Human Resources Policy 57, Criminal Background Checks, be, and is hereby, approved effective May 13, 2010.

HUMAN RESOURCES POLICY Fauquier County, Virginia

Policy Title: Criminal Background Checks
Section No: 57

Date: 05/13/2010
Supersedes Policy: NEW

I. PURPOSE

The purpose of this policy is to provide procedures that will be used for the administration and use of background and criminal records checks for the Department of Social Services.

II. SCOPE

This policy applies to all prospective and current permanent part time Department of Social Services employees and volunteers.

III. DEFINITIONS

- A. Social Services Full-Time Permanent Position: A full-time permanent position is defined as a position in which the incumbent works a full-time, 30, 37.5, 40 or 42 hour per week schedule for every seven calendar day period on a continuous basis. Full-time permanent positions have no time limitation with respect to the duration of job assignment. Full-time permanent employees are eligible to receive full fringe benefits.

- B. Social Services Part-Time Permanent Position: A part-time permanent position is defined as a position in which the incumbent works less than a 30 hour per week schedule on a part-time, continuous basis. Part-time permanent positions have no time limitation with respect to the duration of job assignment. Part-time permanent employees are eligible to receive pro-rated fringe benefits.
- C. Social Services Temporary Position: A temporary position is defined as a position in which the incumbent works for a maximum period not to exceed twelve (12) months. Temporary employees are not eligible to receive fringe benefits.

IV. **PROCEDURES**

A. Use of Background and Record Checks

1. Criminal Record

For each applicant and volunteer, the LDSS may request a state and national criminal record check prior to employment; the criminal background record check may be requested for all employees at any time during the course of employment.

- a. If the criminal record reveals a conviction for, or arrest waiting final disposition of the crimes set forth in § 63.2-1719 of the *Code of Virginia* (“barrier crimes”):
 - (1) A prospective employee or volunteer will not be offered an employment or a volunteer position with the LDSS; or
 - (2) A current employee or volunteer will be terminated from employment or volunteer position with the LDSS if there is a conviction; if there is an arrest waiting final disposition, the employee will be placed on leave without pay and the volunteer will be terminated. For current employees, an exception from termination may be made if the conviction is “old” and the employee has not shown any connection between work performance and the conviction.
- b. If the criminal record reveals a conviction for, or an arrest waiting final disposition, for a crime other than a “barrier crime” that is job related and may impact on the ability to perform the assigned duties:
 - (1) A prospective employee or volunteer may not be offered employment or a volunteer position with the LDSS if the crime is relevant (as to the criminal act, the date which such conviction occurred, the circumstances regarding the criminal conduct, etc.) to the performance of the particular job.

- (2) An employee or volunteer may be terminated if the crime is relevant (as to the criminal act, the date which such conviction occurred, the circumstances regarding the criminal conduct, etc.) to the performance of the particular job.

2. Central Registry Record

- a. A record check through the Virginia Department of Social Services' Central Registry will be conducted on each prospective and/or current employee or volunteer for founded complaints of abuse or neglect.
- b. If the record check reveals the presence of a founded complaint of abuse or neglect, the prospective employee or volunteer will not be offered a position with the LDSS.
- c. If the record check reveals a founded complaint of abuse or neglect for any current employee or volunteer, the current employee or volunteer will be terminated from their position with the LDSS.

RESOLUTION

A RESOLUTION TO AUTHORIZE THE ADOPTION OF HUMAN RESOURCES POLICY – PROBATIONARY STATUS

WHEREAS, the Fauquier County Board of Supervisors recognizes the need and the importance of maintaining up-to-date Human Resources Policies; and

WHEREAS, the Fauquier County Government Human Resources Policies are continually reviewed for necessary additions, revisions and deletions;

WHEREAS, it is recommended to adopt the new Human Resources Policy 10, Probationary Status, therefore, be it

RESOLVED by the Fauquier County Board of Supervisors this 13th day of May 2010, that the new Human Resources Policy 10, Probationary Status, be, and is hereby, approved effective May 13, 2010.

HUMAN RESOURCES POLICY Fauquier County, Virginia

Policy Title: Probationary Status
Section No.: 10

Effective Date: 05/13/10
Supersedes Policy: 10/15/01

I. **PURPOSE**

It is the objective of the Board of Supervisors to establish guidelines for an employees to serve a probationary period in order that the employee and employer may determine job fit and suitability.

II. **SCOPE**

This policy applies to all permanent full-time and permanent part-time employees.

III. **DEFINITIONS**

Probationary Period

The probationary period is defined as the period of employment that allows the employee and employer to determine if the employee is suited for the job. This definition applies to the probationary periods of new hires and employees who have been promoted, demoted, or transferred into new positions.

IV. **PROCEDURES**

A. Duration Of Probationary Period

1. A public safety employee, to include an employee in the Sheriff's Office, Joint Dispatch, or Emergency Services, shall serve a probationary period of at least twelve (12) months.
2. An employee of the Office of the Commonwealth's Attorney, Department of Social Services, Department of Human Resources and/or the Department of Parks and Recreation shall serve a probationary period of at least twelve (12) months.
3. All other general government employees shall serve a probationary period of at least six (6) months.

B. Extension Of Probationary Period

1. An employee's probationary period may be extended for an additional six (6) months from the end of the initial probationary period, as deemed appropriate by the employee's supervisor.

Such an extension would represent a total of eighteen (18) months of probation for public safety employees, employees of the Office of the Commonwealth's Attorney, Department of Human Resources and employees of the Department of Parks and Recreation.

Such an extension would represent twelve (12) months of probation for other general government employees.

2. A probationary period extension beyond that indicated in section IV., B., 1. above must be approved by the County Administrator.
3. A supervisor shall inform the Human Resources Department, via the completion of a PAN Form, of the extension of an employee's probationary period.
4. A supervisor shall also inform the employee of the extension of the probationary period.

C. Probationary Period Stipulations

1. During the probationary period, an employee may be terminated at the

will of the Department Head/Constitutional Officer.

2. A probationary employee does not have access to the general government grievance procedure.
3. An employee's probationary status does not affect his/her years of service credit.

D. Completion Of Probationary Period

1. The Human Resources Department shall inform Department Heads/ Constitutional Officers of the names of employees who are nearing the end of their probationary periods. Such notification shall be forwarded to Department Heads/Constitutional Officers at least thirty (30) days prior to the end of an employee's probationary date.
2. If a probationary employee works beyond the end of the probationary period without
 - a. supervisory notification of satisfactory completion or
 - b. supervisory notification that the probationary period has been extended

the employee shall be regarded as having successfully completed the probationary period.

3. An employee shall achieve full employment status on the day that the probationary period is completed.

E. Applying For County Positions While On Probation

A probationary employee may apply for job positions within the County while in a probationary status.

F. Probationary Period of Promoted, Demoted Or Transferred Employees

At the discretion of the hiring supervisor, an employee who is promoted, demoted or transferred to a new position shall

1. serve a probationary period of at least six (6) months in the new position or
2. have the time served in his/her former probationary position counted towards the probationary period of the new position.

Fauquier County Government
FY2011

Department	Title	Grade	Hourly Wage			37.5 Hour Work Week			40.0 Hour Work Week			42 Hour Work Week		
			Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max
Parks & Recreation	Director of Parks and Recreation	44	41.42	53.85	66.27	80,769.00	105,007.50	129,226.50	86,153.60	112,008.00	137,841.60	90,461.28	117,608.40	144,733.68
Registrar	Assistant Registrar	17	11.10	14.43	17.75	21,645.00	28,138.50	34,612.50	23,088.00	30,014.40	36,920.00	24,242.40	31,515.12	38,766.00
Registrar	Deputy Registrar	27	18.06	23.49	28.92	35,217.00	45,805.50	56,394.00	37,564.80	48,859.20	60,153.60	39,443.04	51,302.16	63,161.28
Registrar	General Registrar	39	32.46	42.19	51.93	63,297.00	82,270.50	101,263.50	67,516.80	87,755.20	108,014.40	70,892.64	92,142.96	113,415.12
Sheriff's Office	Civil Process Associate I	21	13.48	17.53	21.58	26,286.00	34,183.50	42,081.00	28,038.40	36,462.40	44,886.40	29,440.32	38,285.52	47,130.72
Sheriff's Office	Criminal Investigation Associate I	21	13.48	17.53	21.58	26,286.00	34,183.50	42,081.00	28,038.40	36,462.40	44,886.40	29,440.32	38,285.52	47,130.72
Sheriff's Office	Inmate Records Associate	21	13.48	17.53	21.58	26,286.00	34,183.50	42,081.00	28,038.40	36,462.40	44,886.40	29,440.32	38,285.52	47,130.72
Sheriff's Office	Office of the Sheriff Associate I	21	13.48	17.53	21.58	26,286.00	34,183.50	42,081.00	28,038.40	36,462.40	44,886.40	29,440.32	38,285.52	47,130.72
Sheriff's Office	Public Safety Records Associate	21	13.48	17.53	21.58	26,286.00	34,183.50	42,081.00	28,038.40	36,462.40	44,886.40	29,440.32	38,285.52	47,130.72
Sheriff's Office	Kitchen Manager	22	14.17	18.41	22.65	27,631.50	35,899.50	44,167.50	29,473.60	38,292.80	47,112.00	30,947.28	40,207.44	49,467.60
Sheriff's Office	Civil Process Associate II	23	14.87	19.33	23.79	28,996.50	37,693.50	46,390.50	30,929.60	40,206.40	49,483.20	32,476.08	42,216.72	51,957.36
Sheriff's Office	Communications Specialist Trainee	23	14.87	19.33	23.79	28,996.50	37,693.50	46,390.50	30,929.60	40,206.40	49,483.20	32,476.08	42,216.72	51,957.36
Sheriff's Office	Corrections Health Assistant	23	14.87	19.33	23.79	28,996.50	37,693.50	46,390.50	30,929.60	40,206.40	49,483.20	32,476.08	42,216.72	51,957.36
Sheriff's Office	Criminal Investigation Associate II	23	14.87	19.33	23.79	28,996.50	37,693.50	46,390.50	30,929.60	40,206.40	49,483.20	32,476.08	42,216.72	51,957.36
Sheriff's Office	Office of the Sheriff Associate II	23	14.87	19.33	23.79	28,996.50	37,693.50	46,390.50	30,929.60	40,206.40	49,483.20	32,476.08	42,216.72	51,957.36
Sheriff's Office	Communications Specialist I	25	16.39	21.31	26.23	31,960.50	41,554.50	51,148.50	34,091.20	44,324.80	54,558.40	35,795.76	46,541.04	57,286.32
Sheriff's Office	Corrections Health Assistant, Senior	25	16.39	21.31	26.23	31,960.50	41,554.50	51,148.50	34,091.20	44,324.80	54,558.40	35,795.76	46,541.04	57,286.32
Sheriff's Office	Domestic Violence Resource Officer	26	17.22	22.38	27.54	33,579.00	43,641.00	53,703.00	35,817.60	46,550.40	57,283.20	37,608.48	48,877.92	60,147.36
Sheriff's Office	Communications Specialist II/Asst. Shift Sprv	27	18.06	23.49	28.92	35,217.00	45,805.50	56,394.00	37,564.80	48,859.20	60,153.60	39,443.04	51,302.16	63,161.28
Sheriff's Office	Deputy Sheriff	27	18.06	23.49	28.92	35,217.00	45,805.50	56,394.00	37,564.80	48,859.20	60,153.60	39,443.04	51,302.16	63,161.28
Sheriff's Office	Deputy Sheriff - Animal Control	27	18.06	23.49	28.92	35,217.00	45,805.50	56,394.00	37,564.80	48,859.20	60,153.60	39,443.04	51,302.16	63,161.28
Sheriff's Office	Deputy Sheriff - First Class	28	18.97	24.67	30.37	36,991.50	48,106.50	59,221.50	39,457.60	51,313.60	63,169.60	41,430.48	53,879.28	66,328.08
Sheriff's Office	Sheriff's Office Accounting Specialist	28	18.97	24.67	30.37	36,991.50	48,106.50	59,221.50	39,457.60	51,313.60	63,169.60	41,430.48	53,879.28	66,328.08
Sheriff's Office	Communications Specialist III/Supervisor	29	19.92	25.91	31.88	38,844.00	50,524.50	62,166.00	41,433.60	53,892.80	66,310.40	43,505.28	56,587.44	69,625.92
Sheriff's Office	Deputy Sheriff - Master	29	19.92	25.91	31.88	38,844.00	50,524.50	62,166.00	41,433.60	53,892.80	66,310.40	43,505.28	56,587.44	69,625.92
Sheriff's Office	Radio Systems Administrator	29	19.92	25.91	31.88	38,844.00	50,524.50	62,166.00	41,433.60	53,892.80	66,310.40	43,505.28	56,587.44	69,625.92
Sheriff's Office	Communications Center Training Coordinator	31	21.97	28.55	35.15	42,841.50	55,672.50	68,542.50	45,697.60	59,384.00	73,112.00	47,982.48	62,353.20	76,767.60
Sheriff's Office	Deputy Sheriff - Corporal	31	21.97	28.55	35.15	42,841.50	55,672.50	68,542.50	45,697.60	59,384.00	73,112.00	47,982.48	62,353.20	76,767.60
Sheriff's Office	Deputy Sheriff - Investigator	31	21.97	28.55	35.15	42,841.50	55,672.50	68,542.50	45,697.60	59,384.00	73,112.00	47,982.48	62,353.20	76,767.60
Sheriff's Office	Deputy Sheriff - Sergeant	32	23.07	29.99	36.90	44,986.50	58,480.50	71,955.00	47,985.60	62,379.20	76,752.00	50,384.88	65,498.16	80,589.60
Sheriff's Office	Deputy Sheriff - Sergeant First Class	33	24.21	31.49	38.75	47,209.50	61,405.50	75,562.50	50,356.80	65,499.20	80,600.00	52,874.64	68,774.16	84,630.00
Sheriff's Office	Assistant Communications Center Director	34	25.43	33.06	40.69	49,588.50	64,467.00	79,345.50	52,894.40	68,764.80	84,635.20	55,539.12	72,203.04	88,866.96
Sheriff's Office	Deputy Sheriff - Lieutenant	34	25.43	33.06	40.69	49,588.50	64,467.00	79,345.50	52,894.40	68,764.80	84,635.20	55,539.12	72,203.04	88,866.96
Sheriff's Office	Sheriff's Office Administrative/Accounting Mgr	34	25.43	33.06	40.69	49,588.50	64,467.00	79,345.50	52,894.40	68,764.80	84,635.20	55,539.12	72,203.04	88,866.96
Sheriff's Office	Deputy Sheriff - Captain	38	30.92	40.18	49.45	60,294.00	78,351.00	96,427.50	64,313.60	83,574.40	102,856.00	67,529.28	87,753.12	107,998.80
Sheriff's Office	Deputy Sheriff - Major	41	35.79	46.51	57.25	69,790.50	90,694.50	111,637.50	74,443.20	96,740.80	119,080.00	78,165.36	101,577.84	125,034.00
Sheriff's Office	Director of Communications Center	42	37.58	48.85	60.11	73,281.00	95,257.50	117,214.50	78,166.40	101,608.00	125,028.80	82,074.72	106,688.40	131,280.24
Sheriff's Office	Deputy Sheriff - Lieutenant Colonel	44	41.42	53.85	66.27	80,769.00	105,007.50	129,226.50	86,153.60	112,008.00	137,841.60	90,461.28	117,608.40	144,733.68
Social Services	Social Services Program Assistant	19	12.23	15.90	19.57	23,848.50	31,005.00	38,161.50	25,438.40	33,072.00	40,705.60	26,710.32	34,725.60	42,740.88
Social Services	Social Services Senior Program Assistant	22	14.17	18.41	22.65	27,631.50	35,899.50	44,167.50	29,473.60	38,292.80	47,112.00	30,947.28	40,207.44	49,467.60
Social Services	Social Services Associate	24	15.61	20.31	24.98	30,439.50	39,604.50	48,711.00	32,468.80	42,244.80	51,958.40	34,092.24	44,357.04	54,556.32
Social Services	Social Services Program Technician	25	16.39	21.31	26.23	31,960.50	41,554.50	51,148.50	34,091.20	44,324.80	54,558.40	35,795.76	46,541.04	57,286.32
Social Services	Eligibility Worker	26	17.22	22.38	27.54	33,579.00	43,641.00	53,703.00	35,817.60	46,550.40	57,283.20	37,608.48	48,877.92	60,147.36
Social Services	Resource Coordinator	28	18.97	24.67	30.37	36,991.50	48,106.50	59,221.50	39,457.60	51,313.60	63,169.60	41,430.48	53,879.28	66,328.08
Social Services	Social Worker Trainee	28	18.97	24.67	30.37	36,991.50	48,106.50	59,221.50	39,457.60	51,313.60	63,169.60	41,430.48	53,879.28	66,328.08
Social Services	Case Manager	30	20.92	27.19	33.47	40,794.00	53,020.50	65,266.50	43,513.60	56,555.20	69,617.60	45,689.28	59,382.96	73,098.48
Social Services	Senior Eligibility Worker	30	20.92	27.19	33.47	40,794.00	53,020.50	65,266.50	43,513.60	56,555.20	69,617.60	45,689.28	59,382.96	73,098.48
Social Services	Social Worker I	30	20.92	27.19	33.47	40,794.00	53,020.50	65,266.50	43,513.60	56,555.20	69,617.60	45,689.28	59,382.96	73,098.48
Social Services	CSA Specialist	32	18.97	24.67	30.37	36,991.50	48,106.50	59,221.50	39,457.60	51,313.60	63,169.60	41,430.48	53,879.28	66,328.08
Social Services	Senior Case Manager	34	25.43	33.06	40.69	49,588.50	64,467.00	79,345.50	52,894.40	68,764.80	84,635.20	55,539.12	72,203.04	88,866.96
Social Services	Social Worker II	34	25.43	33.06	40.69	49,588.50	64,467.00	79,345.50	52,894.40	68,764.80	84,635.20	55,539.12	72,203.04	88,866.96
Social Services	Social Worker III	36	28.04	36.44	44.86	54,678.00	71,058.00	87,477.00	58,323.20	75,795.20	93,308.80	61,239.36	79,584.96	97,974.24
Social Services	Social Services Program Manager	40	34.07	44.30	54.52	66,436.50	86,385.00	106,314.00	70,865.60	92,144.00	113,401.60	74,408.88	96,751.20	119,071.68
Social Services	Director of Social Services	45	43.49	56.54	69.58	84,805.50	110,253.00	135,681.00	90,459.20	117,603.20	144,726.40	94,982.16	123,483.36	151,962.72
Treasurer's Office	Deputy Treasurer I	20	12.85	16.70	20.54	25,057.50	32,565.00	40,053.00	26,728.00	34,736.00	42,723.20	28,064.40	36,472.80	44,859.36
Treasurer's Office	Deputy Treasurer II	22	14.17	18.41	22.65	27,631.50	35,899.50	44,167.50	29,473.60	38,292.80	47,112.00	30,947.28	40,207.44	49,467.60
Treasurer's Office	Personal Property Coordinator	24	15.61	20.31	24.98	30,439.50	39,604.50	48,711.00	32,468.80	42,244.80	51,958.40	34,092.24	44,357.04	54,556.32
Treasurer's Office	Delinquent Tax Collector I	25	16.39	21.31	26.23	31,960.50	41,554.50	51,148.50	34,091.20	44,324.80	54,558.40	35,795.76	46,541.04	57,286.32
Treasurer's Office	Delinquent Tax Collector II	27	18.06	23.49	28.92	35,217.00	45,805.50	56,394.00	37,564.80	48,859.20	60,153.60	39,443.04	51,302.16	63,161.28
Treasurer's Office	Chief Deputy Treasurer	40	34.07	44.30	54.52	66,436.50	86,385.00	106,314.00	70,865.60	92,144.00	113,401.60	74,408.88	96,751.20	119,071.68